



DEC 10 2012

The Honorable Daniel P. Malloy
Governor of Connecticut
State Capitol Building
210 Capitol Avenue
Hartford, Connecticut 06106

Dear Governor Malloy:

This letter provides approval of Connecticut's State Integrated Workforce Plan for Title I of the Workforce Investment Act (WIA), the Wagner-Peyser Act (W-P), including W-P Agricultural Outreach Plan, and plans for coordination with Trade Adjustment Assistance (TAA). The Employment and Training Administration (ETA) received the State Plan on September 20, 2012. This letter also responds to Connecticut's WIA waiver requests.

Training and Employment Guidance Letter (TEGL) No. 21-11, issued on March 27, 2012, and TEGL No. 21-11, Change 1 issued on August 8, 2012 provide guidance for states to submit their State Workforce Plans and waivers for Program Year (PY) 2012 and beyond. We appreciate the State's responsiveness to this guidance.

Plan Review and Approval

ETA has reviewed the Connecticut State Integrated Workforce Plan in accordance with Title I of WIA, the Wagner-Peyser Act, the Trade Act (as amended), the corresponding regulations, the State Integrated Workforce Plan Requirements for Workforce Investment Act Title I/Wagner-Peyser Act and Department of Labor Workforce Programs (<http://www.doleta.gov/usworkforce/wia-planning/docs/integrated-planning-guidance.pdf>), and TEGL No. 21-11 and the corresponding Change 1. Pursuant to 20 CFR 661.230(e), this letter constitutes a written determination under WIA Section 112 (29 USC 2822) that ETA is approving the WIA Title I, W-P and TAA portions of Connecticut's State Plan for the period July 1, 2012 through June 30, 2017, PY 2012-PY 2016. The annual W-P Agricultural Outreach Plan is approved for the period July 1, 2012 through June 30, 2013.

The State is eligible to receive WIA formula allotments for Adult, Dislocated Worker, and Youth programs, and W-P program allotments, effective July 1, 2012 through June 30, 2017.

Performance Levels

Each year, the Regional Administrator negotiates the Program Year's WIA and W-P performance goals with each state. As required by TEGL Nos. 21-11 and 38-11 dated June 18, 2012, negotiations must be completed by December 31, 2012 for PY 2012. Once the final goals are established, the Regional Administrator's letter advising the State of the PY 2012 WIA and W-P final performance goals constitutes a modification to the State Plan. ETA will incorporate

Connecticut's final performance goals for PY 2012 into the Regional and National Office copies of the State Integrated Workforce Plan. Please include these final PY 2012 goals in the State's official copy of the State Plan.

Waivers

As part of Connecticut's State Integrated Workforce Plan, the State submitted waiver requests for waivers of statutory and regulatory requirements under WIA (copy enclosed). The State's request for waivers is written in the format identified in WIA Section 189(i)(4)(B) and 20 CFR 661.420(c). The disposition of the State's waiver requests is outlined below. This action is taken under the Secretary's authority at WIA Section 189(i) to waive certain requirements of WIA Title I, Subtitles B and E, and Sections 8-10 of the Wagner-Peyser Act.

Waiver of the required 50 percent employer contribution for customized training at WIA Section 101(8)(C).

The State requested a waiver of the required 50 percent employer contribution for customized training to permit the use of a sliding scale for the employer contribution based on the size of the business. The State is granted approval of this waiver through June 30, 2017. Under the waiver, the following sliding scale is permitted: 1) no less than 10 percent match for employers with 50 or fewer employees, and 2) no less than 25 percent match for employers with 51-250 employees. For employers with more than 250 employees, the current statutory requirements (50 percent contribution) continue to apply. When determining the funding source for customized training, the State must use the appropriate program funds for the appropriate WIA-eligible population. The State and local area may provide customized training to individuals 18 years of age or older with WIA Adult funds and must provide priority to low-income individuals when funds are limited; the State and local area may provide customized training to dislocated workers with WIA Dislocated Worker funds. Customized training provided with statewide funds must serve WIA eligible individuals.

Waiver of WIA Section 101(31)(B) to increase the employer reimbursement for on-the-job training.

The State requested a waiver to permit an increase in employer reimbursement for on-the-job training through a sliding scale based on the size of the business. The State is granted approval of this waiver through June 30, 2017. Under the waiver, the following reimbursement amounts will be permitted: 1) up to 90 percent for employers with 50 or fewer employees, and 2) up to 75 percent for employers with 51-250 employees. For employers with more than 250 employees, the current statutory requirements (50 percent reimbursement) will continue to apply. When determining the funding source for on-the-job training, the State must use the appropriate program funds for the appropriate WIA-eligible population. The State and local area may provide on-the-job training to individuals 18 years of age and older with WIA Adult funds and must provide priority to low-income individuals when funds are limited; the State and local area may provide on-the-job training to dislocated workers with WIA Dislocated Worker funds. On-the-job training provided with statewide funds must serve WIA eligible individuals.

Waiver of WIA Section 134(a) to permit local areas to use a portion of local funds for incumbent worker training.

The State requested a waiver to permit local areas to conduct allowable statewide activities as defined under WIA Section 134(a)(3) with local WIA formula funding, specifically incumbent worker training. The State is granted approval of this waiver through June 30, 2017. Under this waiver, the State is permitted to allow local areas to use up to 10 percent of local Dislocated Worker funds and up to 10 percent of local Adult funds for incumbent worker training only as part of a layoff aversion strategy. Use of Adult funds must be restricted to serving lower income adults under this waiver. ETA believes limiting incumbent worker training to the specified level and requiring it to be a part of layoff aversion is the best use of funds in the current economic climate where serving unemployed workers is a paramount responsibility of the workforce system. All training delivered under this waiver is restricted to skill attainment activities. Local areas must continue to conduct the required local employment and training activities at WIA Section 134(d), and the State is required to report performance outcomes for any individual served under this waiver in the Workforce Investment Act Standardized Record Data system (WIASRD), field 309. TEGL No. 26-09, Section 7A, "Workforce Investment Act (WIA) Waiver Policy and Waiver Decisions for PY 2009 and 2010" and TEGL No. 30-09, "Layoff Aversion Definition and the Appropriate Use of Incumbent Worker Training for Layoff Aversion Using a Waiver" provide policy guidance related to implementation of this waiver.

Waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts for older and out-of-school youth.

The State requested a waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts (ITAs) for older youth and out-of-school youth program participants. The State is granted approval of this waiver through June 30, 2017. Under this waiver, the State can use ITAs for older youth and out-of-school youth program participants. The State must continue to make the ten youth program elements available as described at WIA Section 129(c)(2). The State should ensure that funds used for ITAs are tracked and that the ITAs are reflected in the individual service strategies for these youth.

Waiver of WIA Section 123 that requires that providers of Youth program elements be selected on a competitive basis.

The State requested a waiver of the requirement for competitive procurement of service providers for three of the ten program elements. The State is granted approval of this waiver through June 30, 2017. Under this waiver, the State is permitted to allow its American Job Centers or partner agencies to directly provide the youth program element of supportive services, follow-up services and work experience. In utilizing this waiver for this element, the State and local areas must still meet Office of Management and Budget requirements (codified in 29 CFR 95.40-95.48 and 97.36) and all state and local procurement laws and policies

Waiver to permit the State to replace the performance measures at WIA Section 136(b) with the common measures.

The State requested a waiver that allows the State to replace the 17 performance measures under WIA Section 136(b) with the common measures. The State is granted approval of this waiver through June 30, 2017.

This waiver permits the State to negotiate and report WIA outcomes against the common performance measures only, rather than the performance measures described at WIA Section 136(b). The State will no longer negotiate and report to ETA on the following WIA measures: WIA adult and dislocated worker credential rates; participant and employer customer satisfaction; older youth measures; and younger youth measures. The State will use the three adult common performance measures to negotiate goals and report outcomes for the WIA Adult and WIA Dislocated Worker programs. The State will use the three youth common performance measures to negotiate goals and report outcomes for the WIA Youth program. Workforce Investment Act Standardized Record Data system (WIASRD) item 619, Type of Recognized Credential, should be completed for each individual as appropriate, regardless of this waiver to report on common performance measure outcomes only.

Waiver of the provision at 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers.

The State requested a waiver of the time limit on the period of initial eligibility of training providers provided at 20 CFR 663.530. The State is granted approval of this waiver through June 30, 2017. Under the waiver, the State is allowed to postpone the determination of subsequent eligibility of training providers. The waiver also allows the State to provide an opportunity for training providers to re-enroll and be considered enrolled as initially eligible providers.

The approved waivers are incorporated by reference into the State's WIA Grant Agreement, as provided for under paragraph 3 of the executed Agreement, and are incorporated into the State Integrated Workforce Plan. A copy of this letter should be filed with the State's WIA Grant Agreement and with the approved State Plan. In addition, as described in TEGP No. 29-11, the State should address the impact these waivers have had on the State's performance in the WIA annual performance report, due on October 1 of each year.

We look forward to working together as you implement your State Integrated Workforce Plan for PY 2012 and beyond. We encourage your efforts in exploring the adoption of the American Job Center brand. We are available to provide technical assistance. If you have any questions related to the issues discussed above, please contact Amanda Shaffer, the Federal Project Officer for Connecticut, at (617) 788-0124 or Shaffer.Amanda@dol.gov.

Sincerely,



Jane Oates
Assistant Secretary

Enclosures

cc: Holly O'Brien, Regional Administrator, ETA Boston Regional Office
Amanda Shaffer, Federal Project Officer for Connecticut

From: [Polzella, Mark](#)
Date: Thursday, September 20, 2012 12:03:54 PM
Posted At: WIA.PLAN
Conversation: Connecticut WIA Plan
Subject: Connecticut WIA Plan
Attachments: [2012WIAPlan91812 \(2\).doc](#)
[WIA Signatory pages 9202012.pdf](#)

Mark Polzella
Director of Labor Operations - Employment Services
CT Department of Labor
200 Folly Brook Blvd.
Wethersfield, CT. 06109
Ph# - 860-263-6572
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The State Board (CETC) reviews recommendations included in the State Plan and the recommendations made by its Ad Hoc Committees to determine if waivers are necessary to implement changes in the State's Workforce system. Local areas may also apply for waivers based upon local need.

The waivers will continue the positive changes Connecticut has implemented to date. Recent administrative changes, such as the transfer of the Office for Workforce Competitiveness (OWC) to the Connecticut Department of Labor has positioned the Agency to have a unique opportunity to develop a set of strategies that will transform the state's Workforce Development System. The planning process involves the memberships of the State Workforce Investment board (SWIB) and its Planning and Performance Committee in order to develop and plan strategies for Connecticut to not only meet the performance goals of WIA/Wagner-Peyser but also to develop critical success factors around some of our unique issues.

The Connecticut Department of Labor requests an extension of existing waivers into Program Year 2012 (July 1, 2012 to June 30, 2013).

Waiver to permit implementation of (and reporting only) common measures in place of current measures;

Regulation/Part of the Law being waived: Sec. 136(b)

The waiver will be monitored and reviewed by: The state Department of Labor, as the state administrator of WIA, will monitor the implementation and impact of the waiver through a combination of performance reporting, evaluations, and discussions with stakeholders regarding our progress toward expected outcomes

The Connecticut Department of Labor (CTDOL), as the state administrator of the Workforce Investment Act (WIA), and the Connecticut Employment and Training Commission (CETC) requested, and was granted, replacement of the 17 statutory performance measures with the 9 Common Measures. Beginning with Program Year 2012, the Connecticut Department of Labor has implemented, and will begin to report on nine (9) Common Measures. The nine (9) Common Measures are:

- ☐ Adult Entered Employment Rate
- ☐ Adult Employment Retention Rate
- ☐ Adult Average Six Months' Earnings
- ☐ Dislocated Worker Entered Employment Rate,
- ☐ Dislocated Worker Employment Retention Rate,
- ☐ Dislocated Worker Average Six Months' Earnings
- ☐ Youth Placement in Employment or Education
- ☐ Youth Attainment of a Degree or Certificate

☐ Youth Literacy and Numeracy Gains

The goals of the waiver and the expected programmatic outcomes are to:

- Ensure a demand-driven performance system
- Increase training activities and skill advancement
- Increased implementation/use of job creation activities: on-the-job training, customized job training, incumbent worker training, and entrepreneurial efforts
- Streamline the performance evaluation system
- Lowering staff costs associated with data collection
- Establish an improved program management tool reflective of the service delivery initiatives for federal, state, and local program evaluation

Individuals affected by this waiver are the customers of the state's WIA program by providing accountability while improving program opportunities, management, and performance. This waiver will integrate and expand our initiatives in existing programs that will continue to streamline, strengthen and improve services to employers and residents. The CTDOL WIA Administration Unit will monitor the implementation and impact of the waiver through a combination of performance reporting, evaluations, and discussions with stakeholders regarding our progress toward expected outcomes.

The waiver request was developed in response to concerns expressed by the local workforce investment boards (LWIBs). The Connecticut Department of Labor will provide formal notification through three processes:

- ☐ Legal notices published in major Connecticut newspapers
- ☐ Waiver information posted on the homepage of the CTDOL Web site:
www.ct.gov/dol
- ☐ Information regarding the legal notice sent from the Program Manager of the CTDOL WIA Administration Unit to the Executive Directors and administrative

The State Board (CETC) reviews recommendations included in the State Plan and the recommendations made by its Ad Hoc Committees to determine if waivers are necessary to implement changes in the State's Workforce system. Local areas may also apply for waivers based upon local need.

The waivers will continue the positive changes Connecticut has implemented to date. Recent administrative changes, such as the transfer of the Office for Workforce Competitiveness (OWC) to the Connecticut Department of Labor has positioned the Agency to have a unique opportunity to develop a set of strategies that will transform the state's Workforce Development System. The planning process involves the memberships of the State Workforce Investment board (SWIB) and its Planning and Performance Committee in order to develop and plan strategies for Connecticut to not only meet the performance goals of WIA/Wagner-Peyser but also to develop critical success factors around some of our unique issues.

The Connecticut Department of Labor requests an extension of existing waivers into Program Year 2012 (July 1, 2012 to June 30, 2013).

Waiver of the time limit on the period of initial eligibility for training providers, to address data collection barriers.

Regulation/Part of the Law being waived: 20 CFR 663.530

The waiver will be monitored and reviewed by: The state Department of Labor, as the state administrator of WIA, will monitor the implementation of this waiver and work with the 5 local workforce boards to assess the range of benefits that have accrued.

Under the waiver, Connecticut is allowed to postpone the determination of subsequent eligibility of training providers. The waiver encourages broader participation on the state's *Eligible Training Providers List (ETPL)* and minimizes the management burden for the local Workforce Investment Boards. By increasing the availability of training providers for Adult and Dislocated Worker participants, the waiver has maximized the quality and quantity of training opportunities of training programs offered to the state's workforce system customers.

Public Comment: Waiver requests were included in the public notice of Connecticut's DRAFT State Plan for the period July 1, 2012 through June 30, 2017 which was published in a major newspaper outlet in each of the five workforce investment areas as part of the public comment process. Additionally, notice is posted on the CT DOL website. A 14-day comment period was allowed with any comments being included in the plan submission to USDOL.

The State Board (CETC) reviews recommendations included in the State Plan and the recommendations made by its Ad Hoc Committees to determine if waivers are necessary to implement changes in the State's Workforce system. Local areas may also apply for waivers based upon local need.

The waivers will continue the positive changes Connecticut has implemented to date. Recent administrative changes, such as the transfer of the Office for Workforce Competitiveness (OWC) to the Connecticut Department of Labor has positioned the Agency to have a unique opportunity to develop a set of strategies that will transform the state's Workforce Development System. The planning process involves the memberships of the State Workforce Investment board (SWIB) and its Planning and Performance Committee in order to develop and plan strategies for Connecticut to not only meet the performance goals of WIA/Wagner-Peyser but also to develop critical success factors around some of our unique issues.

The Connecticut Department of Labor requests an extension of existing waivers into Program Year 2012 (July 1, 2012 to June 30, 2013).

Waiver of the prohibition on use of ITAs for youth allow flexibility in provision of training services to youth;

Regulation/Part of the Law being waived: 20 CFR 664.510

The waiver will be monitored and reviewed by: The state Department of Labor, as the state administrator of WIA, will monitor the implementation of this waiver and work with the 5 local workforce boards to assess the range of benefits that have accrued.

Performance measures associated or improved performance:

Under this waiver, the LWIBs can use ITAs for older and out-of school youth program participants. This waiver assists the LWIBs in enhancing service delivery to WIA older youth by allowing youth who are not on an academic track to focus on employment. Skill training is an important component for older youth particularly if they are going to achieve a suitable wages. This is used sporadically however the LWIBs welcome it as another option to strengthen the Youth's ability to secure employment.

Public Comment: Waiver requests were included in the public notice of Connecticut's DRAFT State Plan for the period July 1, 2012 through June 30, 2017 which was published in a major newspaper outlet in each of the five workforce investment areas as part of the public comment process. Additionally, notice is posted on the CT DOL website. A 14-day comment period was allowed with any comments being included in the plan submission to USDOL.

The State Board (CETC) reviews recommendations included in the State Plan and the recommendations made by its Ad Hoc Committees to determine if waivers are necessary to implement changes in the State's Workforce system. Local areas may also apply for waivers based upon local need.

The waivers will continue the positive changes Connecticut has implemented to date. Recent administrative changes, such as the transfer of the Office for Workforce Competitiveness (OWC) to the Connecticut Department of Labor has positioned the Agency to have a unique opportunity to develop a set of strategies that will transform the state's Workforce Development System. The planning process involves the memberships of the State Workforce Investment board (SWIB) and its Planning and Performance Committee in order to develop and plan strategies for Connecticut to not only meet the performance goals of WIA/Wagner-Peyser but also to develop critical success factors around some of our unique issues.

The Connecticut Department of Labor requests an extension of existing waivers into Program Year 2012 (July 1, 2012 to June 30, 2013).

Waiver to permit the use of a portion of local area formula allocation funds to provide incumbent worker training (IWT);

Regulation/Part of the Law being waived: WIA Section 134(a)

The waiver will be monitored and reviewed by: State and local areas must continue to conduct the required local employment and training activities at WIA Section 134(d), and the State is required to report performance outcomes for any individual served under this waiver in the Workforce Investment Standardized Record Data system (WIASRD). Information regarding individuals served under this waiver must be entered into CTWBS by local Boards and are subject to local performance measures.

Performance measures associated or improved performance

Under this waiver, local areas are allowed to use up to 10 percent of local Adult and 10 percent of Dislocated Worker funds for IWT only as part of a lay-off aversion strategy. This waiver allows the local Workforce Investment Boards (LWIBs) to leverage limited state funds to develop training services through innovative projects that address the needs of the existing workforce. The waiver also enables the LWIBs to develop services that address a number of different causes that contribute to projected labor shortages in specific occupations, and has created greater participation from local businesses.

Public Comment: Waiver requests were included in the public notice of Connecticut's DRAFT State Plan for the period July 1, 2012 through June 30, 2017 which was published in a major newspaper outlet in each of the five workforce investment areas as part of the public comment process. Additionally, notice is posted on the CTDOL website. A 14-day comment period was allowed with any comments being included in the plan submission to USDOL.

The State Board (CETC) reviews recommendations included in the State Plan and the recommendations made by its Ad Hoc Committees to determine if waivers are necessary to implement changes in the State's Workforce system. Local areas may also apply for waivers based upon local need.

The waivers will continue the positive changes Connecticut has implemented to date. Recent administrative changes, such as the transfer of the Office for Workforce Competitiveness (OWC) to the Connecticut Department of Labor has positioned the Agency to have a unique opportunity to develop a set of strategies that will transform the state's Workforce Development System. The planning process involves the memberships of the State Workforce Investment board (SWIB) and its Planning and Performance Committee in order to develop and plan strategies for Connecticut to not only meet the performance goals of WIA/Wagner-Peyser but also to develop critical success factors around some of our unique issues.

The Connecticut Department of Labor requests an extension of existing waivers into Program Year 2012 (July 1, 2012 to June 30, 2013).

Waiver to increase the employer reimbursement for on-the-job training (OJT) for small and medium sized businesses;

Under this waiver, the following reimbursement amounts are permitted:

1. Up to 90 percent reimbursement for employers with 50 or fewer employees,
2. Up to 75 percent reimbursement for employers with 51 – 250 employees, and
3. Up to 50 percent reimbursement for employers with more than 250 employees.

Regulation/Part of the Law being waived: WIA Section 101(31)(B)

The waiver will be monitored and reviewed by: The state Department of Labor, as the state administrator of WIA, will monitor the implementation of this waiver and work with the 5 local workforce boards to assess the range of benefits that have accrued.

Performance measures associated or improved performance:

This waiver provides greater access to OJT for Connecticut's businesses as a means of hiring and/or retaining a skilled workforce. Although the state's businesses were expected to reap the benefits of this sliding scale, the continued economic downturn has forced many business to "do more with less," thus severely limiting the amount of hiring. Even with this significant employer reimbursement, the WIBs have not administered the projected number of OJT contracts. At this time, employers are reluctant to take on additional payroll unless the economy shows sustained improvement. However, we believe this waiver makes OJT a viable option for businesses looking to expand as well as benefiting workers when the state's economy rebounds.

Public Comment: Waiver requests were included in the public notice of Connecticut's DRAFT State Plan for the period July 1, 2012 through June 30, 2017 which was published in a major newspaper outlet in each of the five workforce investment areas as part of the public comment process. Additionally, notice is posted on the CTDOL website. A 14-day comment period was allowed with any comments being included in the plan submission to USDOL.

The State Board (CETC) reviews recommendations included in the State Plan and the recommendations made by its Ad Hoc Committees to determine if waivers are necessary to implement changes in the State's Workforce system. Local areas may also apply for waivers based upon local need.

The waivers will continue the positive changes Connecticut has implemented to date. Recent administrative changes, such as the transfer of the Office for Workforce Competitiveness (OWC) to the Connecticut Department of Labor has positioned the Agency to have a unique opportunity to develop a set of strategies that will transform the state's Workforce Development System. The planning process involves the memberships of the State Workforce Investment board (SWIB) and its Planning and Performance Committee in order to develop and plan strategies for Connecticut to not only meet the performance goals of WIA/Wagner-Peyser but also to develop critical success factors around some of our unique issues.

The Connecticut Department of Labor requests an extension of existing waivers into Program Year 2012 (July 1, 2012 to June 30, 2013).

Waiver of the requirement for competitive procurement of service providers for up to three youth elements (work experience, support services, and follow-up services) to ensure continuity of youth services;

Regulation/Part of the Law being waived: WIA Section 123, WIA Section 117(h)(4)(B)(i), and 20 CFR Part 664.405(4)

The waiver will be monitored and reviewed by: The state Department of Labor, as the state administrator of WIA, will monitor the implementation of this waiver and work with the 5 local workforce boards to assess the range of benefits that have accrued.

Performance measures associated or improved performance

Under this waiver, the State was permitted to allow the *CTWorks* One-Stop Career Centers or partner agencies to directly provide youth program elements. This waiver allowed the State and WIBs to quickly procure youth services needed to administer a summer employment component. The most immediate outcome of this waiver was to increase the number of youth in employment. This waiver also enabled Connecticut and the WIBs to allocate the funds quickly to the participating training providers. This waiver has been an important driver of economic health of the state and had numerous positive impacts on youth, local workforce areas, and businesses.

Public Comment: Waiver requests were included in the public notice of Connecticut's DRAFT State Plan for the period July 1, 2012 through June 30, 2017 which was published in a major newspaper outlet in each of the five workforce investment areas as part of the public comment process. Additionally, notice is posted on the CT DOL website. A 14-day comment period was allowed with any comments being included in the plan submission to USDOL.

WIA Waiver Requests:

The State Board (CETC) reviews recommendations included in the State Plan and the recommendations made by its Ad Hoc Committees to determine if waivers are necessary to implement changes in the State's Workforce system. Local areas may also apply for waivers based upon local need.

The waivers will continue the positive changes Connecticut has implemented to date. Recent administrative changes, such as the transfer of the Office for Workforce Competitiveness (OWC) to the Connecticut Department of Labor has positioned the Agency to have a unique opportunity to develop a set of strategies that will transform the state's Workforce Development System. The planning process involves the memberships of the State Workforce Investment board (SWIB) and its Planning and Performance Committee in order to develop and plan strategies for Connecticut to not only meet the performance goals of WIA/Wagner-Peyser but also to develop critical success factors around some of our unique issues.

The Connecticut Department of Labor requests an extension of existing waivers into Program Year 2012 (July 1, 2012 to June 30, 2013).

Waiver of the requirement for a 50 percent employer contribution for customized training, to permit a sliding scale contribution for small and medium sized businesses;

Under this waiver, the following sliding scale is permitted based on the size of the business:

1. No less than 10 percent match for employers with 50 or fewer employees,
2. No less than 25 percent match for employers with 51 – 250 employees, and
3. No less than 50 percent match for employers with more than 250 employees.

Regulation/Part of the Law being waived: WIA Section 101(8)(C)

The waiver will be monitored and reviewed by: The state Department of Labor, as the state administrator of WIA, will monitor the implementation of this waiver and work with the 5 local workforce boards to assess the range of benefits that have accrued.

Performance measures associated or improved performance:

This waiver provides a valuable tool for the Workforce Investment Boards (WIBs) in their support of Connecticut's small businesses and their employees. The sliding scale for employer match provides the flexibility for businesses to participate in the customized training program and encourages greater participation from businesses throughout the state.

Connecticut's struggling economy and lack of confidence in a quick rebound continues to hinder the state businesses' ability to hire workers and increase payroll. However, this has placed more demand on existing worker skills, and where needed,

training and/or re-training workers to remain competitive in the marketplace. As a result, this waiver is a necessary tool that has benefitted Connecticut's businesses by providing increased access to customized training programs for their existing workers at a reduced cost. Affordable, customized training options have also given the state's businesses a tool to address the possibility of expansion.

Public Comment: Waiver requests were included in the public notice of Connecticut's DRAFT State Plan for the period July 1, 2012 through June 30, 2017 which was published in a major newspaper outlet in each of the five workforce investment areas as part of the public comment process. Additionally, notice is posted on the CTDOL website. A 14-day comment period was allowed with any comments being included in the plan submission to USDOL.